

Department of the Army
First Region (ROTC)
United States Army Cadet Command
Fort Bragg, North Carolina 28310-5000

FRMOI 600-3
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Personnel - General

EQUAL OPPORTUNITY POLICY STATEMENT


WILLIAM J. MARTINEZ
COL, IN
Commanding

PROPONENT: The proponent of this publication is the Commander, First Region (ROTC), US Army Cadet Command. Comments should be sent directly to Headquarters, First Region (ROTC), US Army Cadet Command, ATTN: ATOA-CDR, Fort Bragg, North Carolina 28310-5000.

SUPERSESSSION: This MOI supersedes FRMOI 600-3, 1 Oct 98.

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Distribution codes used are explained in FRMOI 25-1.

This document is available on the INTERNET at:
www.rotc1.bragg.army.mil

1. References.

- a. AR 600-20
- b. Cadet Command Policy Memorandum 1

1. This region is committed to providing equal opportunity and fair treatment to all personnel, soldiers, civilian employees, and cadets, without regard to race, color, religion, gender or national origin. I expect all personnel associated with this region to aggressively support the Army's equal opportunity program.

2. Equal and fair treatment of all personnel associated with or who come in contact with this command is an absolute priority.

Soldiers, civilian employees, cadets and others have a right to expect an environment free of discriminatory behaviors or practices that undermine teamwork, mutual respect, loyalty, and the shared sacrifices of the men and women in this command.

3. Acts of discrimination, intimidation, and verbal abuse undermine unit cohesiveness, esprit de corps, and ultimately, mission accomplishment.

4. Equal Opportunity is a responsibility of leadership and a function of command. I hold all commanders and supervisors accountable for the equal opportunity climate within their organizations. I expect commanders and supervisors to cultivate an environment that not only fosters equal opportunity but is free of unlawful discrimination and offensive behavior.

5. I charge all leaders to set the example and provide an environment free of discrimination. To do so, you must ensure that all personnel know and understand the manifestations and impact of such behavior.

6. We must establish a command climate that encourages personnel to freely identify and report injustices and discrimination in any form, without the threat of intimidation or reprisal. Complaints pertaining to alleged discrimination/sexual harassment will be reported immediately and be impartially investigated, adjudicated, and as warranted, adjusted by officials concerned. All personnel are encouraged to use their chain of command to report violations of the equal opportunity programs. However, any person may present their complaint to their commander, Military Equal Opportunity Office, Civilian Equal Employment Opportunity Office, or Inspector General.

7. ALL personnel WILL be treated equally and with complete fairness.

8. I fully support the objectives, concepts, and policies of equal opportunity and equal employment opportunity programs. I expect and insist upon unreserved support of these programs by all personnel within this command, particularly those in leadership positions.

9. For further information on the EO/EEO programs, individuals may contact the First Region Personnel and Administration

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Division at (910) 396-6025. If anyone feels that their grievance is not receiving command attention, my door is always open.

10. This MOI will be given the widest possible dissemination and posted on official bulletin boards accessible to all personnel. This policy will be briefed to all personnel at the start of each school year and to newly assigned personnel as part of their in-processing. Commanders and supervisors will ensure that their personnel are aware of this policy.